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men and women do not really compete even in the same industry, but "tend to separate into non-competing groups, the wages of women being approximately half those of men. They rarely work together on the same wage level or at identical work. Such work as women can do they largely have a monopoly of because they work for half-pay." Two circumstances seem to partially explain this marked discrepancy between the wages of men and women: one the fact that a majority of women in the trades receive some part of their living expenses from their families, are "subsidized by their families," and are therefore willing to receive less than a living wage. The other circumstance is the fact that the percentage of skilled workers is much smaller among the men than among the women. Only 2.7 per cent. of the women are skilled, 23 per cent. performed services demanding a certain degree of manual dexterity. Two-thirds of the women are performing more or less mechanical unskilled work. But as four-fifths of the women in the Pittsburg industries are receiving less than a living wage, the conclusion is that their earnings must be supplemented either by their families or, as in many cases, by the wages of prostitution.

Miss Butler's suggestions for improving the industrial conditions under which women work are practical and possible: a more rigid enforcement of the law, trade education to raise the level of skilled work, a living wage for women as well as men, and a higher sense of industrial responsibility on the part of the employer so that high speeding, long hours and unsanitary conditions may not be tolerated. The fact that the conditions found in Pittsburg, with local variations, are repeated in all our industrial city communities makes Miss Butler's summaries and suggestions of especial significance to all good citizens and all students of society.

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WORK-ACCIDENTS AND THE LAW. By CRYSTAL EASTMAN. New York: The Charities Publication Committee, 1910.

Miss Eastman's "Work-Accidents and the Law" is in subject-matter less adapted to generalizing and summary than the preceding study. It takes the form of an analysis of the causes and circumstances of the industrial casualties and accidents in Allegheny County, Pennsylvania, during the year 1906-07, with the purposes of discovering (1) where lay the responsibility, (2) what material loss, if any, resulted to the injured workmen and their families. In the year taken as a unit five hundred and twenty-six men were killed by work accidents. In three months five hundred and nine men were injured seriously enough to be sent to hospitals. The survey of the results of these accidents made during the succeeding year enabled the investigators to trace some of the results to individuals and to families of the injured. But of the actual results of industrial accidents, no record nor statistics can tell. At the outset Miss Eastman recognizes this and states that: "Even were an accurate estimate of the number of injuries in a year possible, it would be of little value. A stretched finger and a lost leg cannot be added together if you look for a useful truth in the sum."

The subject-matter of the book falls naturally into three parts—the Causes of Work Accidents, the Economic Cost of Work Accidents, and "Employer's Liability." Of these the first part is the most interesting, and in view of the object of the investigation the most significant. As in the preceding study of women in the trades, Miss Eastman has classified

her subject according to occupation. She has studied the special causes of work accident incident to the railroads, the soft-coal mines, the steel industry, and to such miscellaneous employments as construction-plants, excavation-works, gas-plants, electric-lighting, telephone and telegraph companies, street-railways, teaming and river work. With local variations, then, the results of the report would apply to any of our industrial cities. The conclusions as to the causes of the thousand-odd accidents chosen for special study have significance far beyond Pittsburg and the confines of the steel industry. The difficulty in fixing the responsibility for the causes of work accidents every reader of Miss Eastman's book must concede is very great. Yet of the cases reported, the thirty per cent. attributed solely to the employers and those who represent them in authority strike one as a conservative estimate. Of the remaining cases, twenty-eight per cent. are attributed solely to the carelessness of the person injured or to fellow employees. In sixteen per cent. of the cases carelessness was a contributory cause. One quarter of the cases could be attributed to none of the above causes and must be considered as incident to the industry.

With these striking figures at hand, Miss Eastman indicates the chief preventable conditions from which work accidents result as lack of provision for safety in construction, long hours of work, too great a speed maintained in many lines of work, inadequate plant inspection, failure to remedy known defects, inadequate warning and signal systems, and insufficient instruction and direction of ignorant workers. The first two conditions may be directly remedied by an effective factory law. The others depend to a great extent on the personnel of the "management."

In estimating the cost of work accidents and distributing the burden of income loss, certain conclusions are reached that tend to make our interest in "Employer's Liability" and "Working-man's Insurance" more vivid than legal and editorial discussion of these subjects has seemed to warrant. In the case of the fatalities studied, "fifty-three per cent. of the industrial accident fatalities considered, the widow and children were left by the employer to bear the entire income loss; and even assuming that all the unknown amounts were large and that all suits pending would be decided for the plaintiff, in only thirty per cent. of the cases did they receive more than five hundred dollars, a sum which would approximate one year's income of the lowest paid of the workers killed." The rate of compensation to the families of single men is much less. In sixty-five per cent. of the cases nothing was paid; in eighteen per cent. of the cases from one hundred to five hundred dollars; in the remaining seventeen per cent. from five hundred to two thousand dollars. A house-to-house study of the results of these accidents in the families of the injured or deceased workmen brings the author to the conclusion that "the inevitable economic loss resulting from these accidents rests in the great majority of cases almost altogether upon the workmen injured or the dependents of those killed, and that this burden is disastrous to the welfare of their families."

The third part of the book gives a very lucid statement of the legal principles involved in "Employer's Liability," and the principle of "Employee's Negligence" or the "Fellow Servant's Rule" which is of comparatively recent origin and dates in English law only from 1837. In analyzing the operation of the law, especially as it is interpreted in the State of Pennsylvania, Miss Eastman finds that it applies unequally to employer and employee, and that in general it works harm to the interests of both

parties. In view of modern industrial conditions that govern the employment of labor, such as highly organized capital, extreme division of labor, the high speed and intensity of work, her conclusion is that "the law is behindhand and the lawmakers have been blind."

The remaining chapters outline certain schemes which have been devised to meet the inequalities and hardships occasioned by the present law, with a detailed account of the Relief Department of the Pennsylvania Railroad. The law regarding "Employer's Liability," and the systems of "Workmen's Insurance" in other countries, is summarized, enhancing the value of the book for reference purposes, and much valuable material for the student of the special legal problem involved in the subject of work accidents is added to the appendix.

The same spirit of fairness and impartiality characterizes the second volume of the findings of the Pittsburg Survey that we noted in the first. The facts are grouped suggestively, and the conclusions are significantly marked. Suggestions for legal economic and industrial reform are not lacking. But the key-note of the chapters of this pioneer work in social research is fairness. They form no brief for Capital or Labor, for Employer or Operator, for Socialism or Individualism. The Pittsburg Survey states certain facts, circumstances and conditions that every inhabitant of an American city will do well to contemplate.

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LABOR IN EUROPE AND AMERICA. By SAMUEL GOMPERS. New York: Harper & Brothers, 1910.

The collection of letters, sketches and reports of labor conferences that make up Samuel Gompers's "Labor in Europe and America" form an unusually interesting commentary on the conditions of the working population in other lands. The author's convictions as to the non-political character of trade-union organization and his sturdy faith in the virtues of American democratic institutions constitute what the logicians are fond of calling his "canon of criticism." All his comments on the position of the Labor party in England, the policy of the "general strike" advocated by the majority of French Unionists, anti-militarism, and the recent developments of the German co-operative movement, are pertinent in the light of President Gompers's own convictions as to the policy of labor organizations in America. His dissent from the contentions of the Socialists, whether of the theoretical or political wing, is hearty and unequivocal. His distrust of the ministrations of "Intellectuals" in labor affairs is no less decisive. But, notwithstanding the strong vein of positive doctrine that runs through the book, the comments on Continental and English conditions are illuminating and fair. The letters from Bohemia and Hungary, and the chapters on the "Awakening in Italy" and the root causes of Italian emigration, are the most noticeable in the book. But not the least interesting portions are the interludes in the discussion of the labor points at issue in which the author comments on the common fate of European travellers—the tipping system, the bathing facilities or lack of such facilities, and the archaic railway management surviving in many countries. The temper of the book may be summed up in the conclusion of the letter from Pilsen: "It is the contention of the American Labor movement, and it is mine, that the great social revolution will not come with a bang and a crash. It is going on now, every day, everywhere in the world, and